

UNION COLLEGE

ONLINE & HYBRID PROGRAMS

Administration & Business Programs

- Master of Business Administration
- Master of Science in Management **STEM***
- Master of Athletic Administration
- Master of Healthcare Administration **STEM***
- Master of Information Systems Management **STEM***
- Master of Digital Marketing & Communications Management
- Master of Managerial Accounting
- Master of Human Resource Management

FOR MORE INFORMATION:

Division of Online & Grad Studies

☎ 606.546.1620

✉ gradonline@unionky.edu

ONLINE & GRAD STUDIES MASTER OF HUMAN RESOURCE MGMT

For more than 140 years, Union College has inspired people to think ahead and think big. While we are not a community college, we are a college for the community. If you are thinking big about your future, we want to introduce you to our Division of Online and Graduate Studies.

ONLINE PROGRAM INCLUDES

- AFFORDABLE TUITION - \$370 PER CREDIT HOUR (\$550 GRADUATE INTERNATIONAL)
- 100% ONLINE PROGRAM
- CONVENIENT 8 WEEK SCHEDULES
- USER-FRIENDLY PLATFORM WITH 24/7 SUPPORT
- FINANCIAL AID AVAILABLE
- STATE & REGIONALLY ACCREDITED PROGRAMS
- APPROVED FOR VETERANS & ACTIVE DUTY MILITARY

PROGRAM REQUIREMENTS

- MUST HAVE A BACHELORS DEGREE FROM A REGIONALLY ACCREDITED ACADEMIC INSTITUTION
- SUCCESSFUL COMPLETION OF REQUIRED PROGRAM COURSES, 30 TOTAL CREDIT HOURS (WE WILL ACCEPT UP TO 6 TRANSFER CREDITS UPON APPROVAL)
- MINIMUM 2.5 GPA TO APPLY - 3.0 GPA TO GRADUATE
- MUST APPLY FOR GRADUATION THE SEMESTER PRIOR TO COMPLETING PROGRAM

DESIGNED FOR YOUR LIFE

WWW.UNIONKY.EDU/ONLINE



ONLINE MS HRM PROGRAM - 30 CREDIT HOURS

CORE COMPONENT - 12 HOURS

BUAD 500

MANAGERIAL & LEADERSHIP ANALYSIS

This course gives attention to the knowledge and skills needed to grow and sustain performance in an organization, whether a full company, department, division, or other strategic business unit within an existing organization by getting the right things done through teams of people. It addresses the common management functions of planning, organizing, leading, and controlling.

BUAD 600

ORGANIZATIONAL BEHAVIOR & TEAMWORK DYNAMICS

This course responds to the increasing need for cooperative skills in concurrent design and engineering projects, interdepartmental committees, quality circles, self-managed work teams, and relationship selling. Self-awareness is the foundation of group dynamics. Group dynamics is understood to be a pillar of organizational success. Both experiential and theoretical approaches are used to deepen understanding.

BUAD 650

BUSINESS ETHICS & SOCIAL RESPONSIBILITY

A study of selected contributions in political theory and how they contribute to an analysis of public policy on the role of ethical implications of administrative activity and provides a theoretical framework within which responsible decisions can be made. It relates the ethical considerations and legal principles to the organization's responsibility to society.

BUAD 665

STRATEGIC DECISIONS

Effective organizations strategically design their mission, vision, structure, and operations to anticipate and respond to external threats, opportunities, and conditions. This course explains how organizations formulate, implement, and evaluate strategies that help ensure their sustainability and profitability.

DISCIPLINE SPECIFIC COURSES - 18 HOURS

HRM 610

HUMAN RESOURCE STRATEGY

This graduate level course examines means for utilizing human resources for competitive and strategic advantage in an increasingly diverse and changing global environment. Business practices vital to profit and sustained value to customers and employees will be examined along with human resource issues involved in the development of employees and leaders within an organization.

HRM 620

COMPENSATION & BENEFITS

This graduate level course examines the concepts and practices involved in the design and development of total compensation systems in organizations. Students will gain understanding of elements and tools such as the legal framework, job analysis, evaluation, market pricing, equity issues, external competitiveness, employee motivation, and benefits administration.

HRM 630

TALENT DEVELOPMENT & WORKFORCE PLANNING

This graduate level course examines work force planning and the role of talent development in the workforce planning process. Students will gain understanding of the elements and tools related to HR analytics as the foundation for the workforce planning process. Strategies for talent development and succession planning are addressed through theoretical frameworks and real-world application.

HRM 640

HUMAN RESOURCE DEVELOPMENT

Students will focus on theory, methods and applications in the specialized study of human resource development. This will include a broad survey of training, employee motivations, career counseling, supervisory and management development, organizational assessment and the relationship of these activities to human resource management.

HRM 650

PERFORMANCE MANAGEMENT

This graduate level course examines the concepts and practices related to human resource performance management. Students will gain an understanding and evaluate current HR practice related to aligning employee goals and behaviors with organizational goal. An emphasis will be placed on performance management systems, salaries and benefits, knowledge and skill development, and performance feedback.

HRM 660

EMPLOYMENT PRACTICE & REGULATION

This graduate level course examines current human resource employment practice and regulation. Students will develop an understanding of federal and state regulations governing the employment cycle including the hiring process, managing a diverse workforce, pay, benefits, terms and conditions of employment, managing performance, and terminating employment. Course topics include, but are not limited to, FLSA, FMLA, ADA, EEOC, OSHA, and ACA..

ADMISSIONS PROCESS

- Complete an application for candidacy
- Provide official transcripts from previous colleges and universities
- Complete a signed curriculum contract

TUITION

Application Fee:	\$0
GR Online:	\$370 per credit hour
Graduation Fee:	\$50

FINANCIAL AID

Financial aid is available for individuals admitted as degree seeking students. Go to www.fafsa.ed.gov to begin. The awarding process may take as long as six weeks from the time of initial application.

For more information: unionky.edu/FAFSA or contact the Financial Aid Office at 606-546-1220 or email us at finaid@unionky.edu